



Mole Valley
FARMERS

Gender pay gap report 2021

it's a way of life

Mole Valley Farmers is proud to be at the heart of the rural community and UK agriculture, and we are committed to our vision of **leading the agricultural and rural retailing sector in the UK.**

Gender pay gap reporting in the UK is now in its fifth year.

This report sets out the gender pay gap for Mole Valley Farmers Limited and Mole Valley Feed Solutions Limited, based on the data which encompassed the 5 April 2021 snapshot date.

The report has been prepared in line with the UK Government's methodology. In addition, we share context around the figures, activities we are undertaking to narrow the gap.





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The gender pay gap measures the difference between the earnings of men and women within an organisation and looks at both the **mean and median rates of pay within the company.**

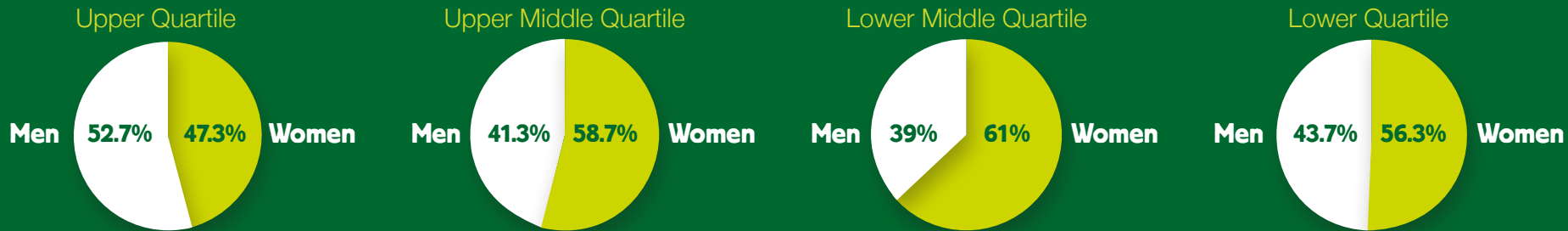
It is important to differentiate this from equal pay, which deals with pay differences between men and women who carry out the same or similar jobs or work of equal value. The gender pay gap shows the difference in average pay between all men and women within a workplace.



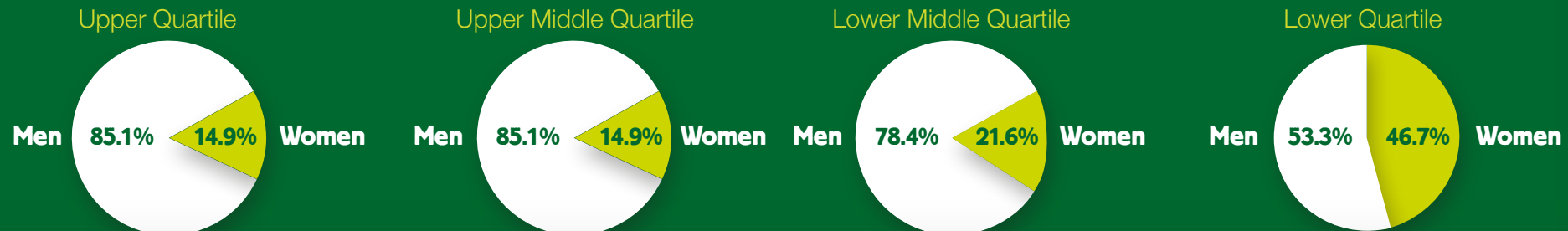
GENDER DISTRIBUTION (The % proportion of males and females in each pay quartile)

The gender pay gap is an equality measure that reports the difference in average (mean & median) earnings between men and women. It is not the same as equal pay.

Mole Valley Farmers Ltd | Of the 1,464 colleagues reported in our Gender Pay Gap at the snapshot date, 647 (44.2%) were male, and 817 (55.8%) were female.



Mole Valley Feed Solutions Ltd | In total, 297 colleagues fell within the parameters for the Gender Pay Gap report at the snapshot date. 73 (24.8%) of these colleagues were female and 224 (75.4%) were male.



Overall, our gender profiles have improved slightly in comparison with our 2020 report.

Gender pay gap

This is the difference between gross hourly earnings for all men and women considered Relevant Pay Employees at the reporting date on 5 April 2021.

Pay data

Mole Valley Farmers Ltd

Median 0.65%
Mean 12.12%

Mole Valley Feed Solutions Ltd

Median 14.17%
Mean 20.75%

Mole Valley Farmers Ltd has a median (middle) gender pay gap of 0.65% and a mean (average) gender pay gap of 12.12%.

Mole Valley Feed Solutions Ltd has a median (middle) gender pay gap of 14.17% and a mean (average) gender pay gap of 20.75%.





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Bonus pay gap

The bonus pay gap indicates the number of males and females who receive a bonus, and what the difference was in terms of payment.

Gender pay gap

Mole Valley Farmers Ltd

Median 0%
Mean 26.13%

Mole Valley Feed Solutions Ltd

Median 0%
Mean 50.44%

Percentage of men and women receiving a bonus

Mole Valley Farmers Ltd

Male 60.56%
Female 52.15%

Mole Valley Feed Solutions Ltd

Male 78.76%
Female 42.31%



The continued effort to actively seek out ways to improve our gender pay gap is set against a background of organisational sustainability in a difficult economic and social climate.

It is widely acknowledged that there is a traditional representation of men in long established positions in agricultural sales, although there are very encouraging signs of the number of females studying agricultural courses and coming through into employment. We continue to work hard to attract females into the Feed Solutions business and have seen an upturn in female applications. We have improved our female leadership in our Mill Manufacturing by 50%.

We continue to invest in our learning and development offerings throughout the business and are looking forward to launching our young professionals network this spring and welcoming our next intake of Agricultural Graduates in September 2022.

We have witnessed an improvement in the bonus payments for women in Mole Valley Farmers as more women are appointed into senior positions. We are expecting Mole Valley Feed Solutions bonus position for women to also follow suit and are confident the gap will reduce over time.





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